



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Mark Downing

Current or profession: Arbitrator

Business address: 10712 Tracie Ct SW

City/State: Olympia, WA Zip: 98512

Business Phone: 360-352-9180

Cell: 360-485-5828 Information current as of: 5/2015

Email: downing.arb@gmail.com

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 60 As interest arbitrator: 2 As fact-finder: 0

Employment with impartial labor relations administrative agencies:

Agency: Washington Public Employment Relations Commission From: 07/1986 To: 04/2015
Position: Adjudicator/Mediator, Director of Administration, Unfair Labor Practice Manager, and Field Services Manager.

Issues and Industries dealt with:

Industries: Public Sector [City, County, State, School District, Fire District, Federal, Transit, Hospital, Higher Education]. Private Sector [Automotive, Food Processing/Service, Mining, Organizations, Telecommunications, Transit, Utilities].

Issues: Absenteeism, Alcohol/Drug Abuse, Arbitrability, Call Back, Contract Interpretation, Discipline, Discharge, Discrimination, Incentive Pay, Insurance, Job Evaluation, Job Performance, Job Posting/Bidding, Layoff/Recall, Leave, Management Rights, New or Reopened Contract Terms, Overtime, Past Practice, Promotions, Reclassification, Safety, Scheduling of Work, Seniority, Subcontracting, Training, Transfer, Wages, Work Performance, Working Conditions.

OTHER QUALIFYING EXPERIENCE:

Teamsters, Local 763 From: 1981 To: 1986.
Title or capacity: Business Representative

Public School Employees of Washington From: 1980 To: 1981.
Title or capacity: Business Representative

EDUCATIONAL BACKGROUND:

J.D., University of Toledo, Law 1975.
B.A, Indiana University, Sociology, 1972.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney at Law, State of Washington, 1980
Attorney at Law, State of Idaho, 1977
Attorney at Law, State of Michigan, 1975

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Labor and Employment Relations Association, Since 1996

AVAILABILITY:

Grievance arbitration, Interest Arbitration and Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate: \$1400/day (8 hours) for hearing, study, writing and travel.
Study, writing, and travel time prorated.

Cancellation, etc. fees: \$700 for each scheduled day cancelled or postponed more than 14 days prior to start of hearing. \$1400 for each scheduled day cancelled or postponed 14 days or fewer prior to start of hearing.

Travel/subsistence: Actual costs for transportation, meals, lodging. Mileage billed at IRS rate.

Other Fees Charged: None